



AMETEK Diversity and Inclusion Strategy

A core value of AMETEK is to foster diversity and inclusion in a culture where every employee is valued and respected for their unique experiences and perspectives. We believe that a diverse workforce and an inclusive environment are critical to the continued growth and success of the Company. As a global organization, we have seen firsthand that the innovation needed to solve our customers' biggest challenges can only come from employees that are fully engaged, committed, and have diverse perspectives and backgrounds. It is our goal to use the power of diversity to deliver outstanding business results.

Our Executive Management oversees our specific diversity and inclusion initiatives that are underway including:

- A rigorous annual Leadership Development process that includes a focus on initiatives to increase the diversity of our Company and culminates in an Executive Management and Board of Directors review
- Diverse candidate slates required for external salaried openings, including Executive Management and Board of Director appointments, where at least one diverse candidate is interviewed
- Expand our recruiting channels to minority owned recruiting firms that specialize in diverse candidates
- Widen college recruiting efforts to increase exposure to diverse candidates, including outreach programs with Historically Black Colleges and Universities (HBCU's) and other institutions with highly diverse graduates
- Key manager performance goals include diversity and inclusion initiatives
- Periodic training programs aimed at improving management skills including diversity and inclusion training
- Establishment of a Women's Business Council and an African American Business Council, both of which drive initiatives focused on mentorship, education and career guidance
- Utilize the AMETEK Foundation to support organizations focused on underserved members of the communities where we live and work